This English translation of the press release was prepared for reference purposes only and is qualified in its entirety by the original Japanese version.

January 20, 2025

Company Name Integral Corporation
Name of Representative Reijiro Yamamoto, Representative Director and Partner
(Securities code: 5842 Growth Market of the Tokyo Stock Exchange)
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Notice Regarding the Establishment of a Voluntary Nomination and Compensation Committee

Integral Corporation ("Integral") announces that the Board of Directors, in a meeting today resolved to establish a voluntary Nomination and Compensation Committee (the "Committee").

1. Purpose of Establishment of the Committee

   To strengthen the independence, objectivity and accountability of the Board of Directors' functions relating to the nomination and compensation of Directors and enhance corporate governance.

2. Role of the Committee

   In consultation with the Board of Directors or the Representative Director, the Committee deliberates on the following matters and reports back to the Board of Directors or the Representative Director.

   a. Policies and procedures for nominating Director candidates
   b. Draft proposals for the election and dismissal of Directors to be submitted to the General Meeting of Shareholders
   c. Draft succession plan and succession candidate training policy for Representative Director
   d. General policy for determining Directors' remuneration, etc.
   e. Draft proposal concerning remuneration, etc. of Directors to be submitted to the General Meeting of Shareholders
   f. Details of remuneration, etc. of all Non-Audit and Supervisory Committee Member Directors
   g. Portions of carried interest to be allocated to Integral group as a corporation and to all the Directors and employees, respectively, for the new funds to be managed by the Group
   h. Other matters deemed necessary by the Board of Directors or the Representative Director with respect to each of the above items.

3. Structure of the Committee

   The Committee consists of at least three members, including the Representative Director, selected by resolution of the Board of Directors, a majority of whom are Independent Outside Directors. The chairperson of the Committee is selected by resolution of the Committee.

   The Committee members selected as of today will consist of the Representative Director and two Independent Outside Directors, for a total of three members, and the chairperson of the Committee will be the Representative Director.

4. Date of establishment

   January 20, 2025